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ALBERTA CONSTRUCTION INDUSTRY
UNION WAGE & BENEFIT REPORT

Information & Statistics Unit
Planning & Research Branch
Alberta Labour
November 1982

Introduction

This report was developed to meet an ever increasing demand for a source of current wage rates paid, as well as benefits provided, to the tradesmen working in Alberta's construction industry. It is hoped that this information along with such provisions as hours of work, overtime rates and recognized holidays specified in individual collective agreements filed with Alberta Labour will prove useful to employers, unions and employees in industries affected, directly or indirectly, by changes in the unionized sector of the construction industry.

The report is divided into three sections so that rates of pay and benefits can be shown for each of the major construction sectors, namely: Commercial and Industrial; Highway; and Pipeline. For each trade the date when the rates or benefits become effective is shown as well as rates for different geographical regions where a province-wide agreement is not in effect. The "net" is the actual wage paid to the employee while the "gross" is the total of the wages and the benefits paid either to the employee or to the specified fund. The following abbreviations are used in the report:

1. H.P. - vacation plus holiday pay
2. H. & W. - health and welfare fund
3. Emp. Fund - employer fund contributions not for the benefit of the employee. Amount not included in "gross"
4. C.L.R. - Construction Labour Relations Association - an Alberta Association

An occupational index provides easy access to the specific provisions.

Appreciation is expressed to employers, employer associations, unions and other individuals who have provided valuable assistance in the preparation of this document. Prompt filing of collective agreements following negotiations, enables us to publish more timely information in a shorter time span. As our aim is the production of a report which is relevant to those involved in the labour relations field, any comments by users for its improvement are most welcome. Copies may be obtained from:

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SECTION I

COMMERCIAL & INDUSTRIAL CONSTRUCTION

CONSTRUCTION INDUSTRY UNION WAGE & BENEFIT REPORT

Boilermakers - Provincial - The Boilermaker Contractors' Association and International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers
July 1/82 - June 30/84

Journeyman Boilermaker

	Net	H.P.	H. & W.	Pension	Education & Training	Apprentice-Ship	Gross	Admin. Fund
Jul 1/82	$17.05	10%	$.50	$.80	$.15	$.05	$20.26	$.04
Nov. 1/82	18.52	10%	.50	.80	.15	.05	21.87	.04
Jul 1/83	20.00	10%	.50	.80	.15	.05	23.50	.04

Helper

Is now equal to the second year apprentice rate

Foreman

Shall be paid a rate equal to the journeyman's hourly rate plus 12%

Assistant Foreman

Shall be paid a rate equal to the journeyman's hourly rate plus 8%

General Foreman

Shall be paid a rate equal to the journeyman's hourly rate plus 18%

Apprentices

1st year - 60%
2nd year - 75%
3rd year - 90%

- 7 1/2 hours/day; 37 1/2 hours/week - Monday to Friday, inclusive
- 2 rest or coffee breaks on each shift (no duration mentioned)
- 2X for all overtime, Saturdays, Sundays and Statutory holidays
- a meal (hot when possible) will be provided when an employee works more than 10 hours a day
- Recognized Holidays - New Year's Day, Victoria Day, Labour Day, Remembrance Day, Boxing Day, Good Friday, Dominion Day, Thanksgiving Day, Christmas Day, Civic Holiday and Heritage Day once legislated and proclaimed by the Province.

Bricklayers - Provincial - C.L.R. - Bricklayers (Calgary) Trade Division and C.L.R. - Bricklayers
May 19/82 - Apr 30/84 (Edmonton & Lethbridge) Trade Division and The Alberta Provincial Conference of Bricklayers of the International Union of Bricklayers & Allied Craftsmen

Journeyman

	Net	H.P.	H. & W.	Pension	Gross
May 19/82	$15.90	$1.59	$ .35	$ .25	$18.09
Nov. 1/82	16.60	1.66	.35	.25	18.86
May 1/83	17.80	1.78	.45	.55	20.58
Nov 1/83	18.70	1.87	.45	.55	21.57

Foreman

Shall be paid not less than $1.00/hour above the regular journeyman's wage rate

Apprentices

Probationary (less than 90 days experience) - 60%

1st year - 60%
2nd year - 80%
3rd year - 90%

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest breaks each day
- 1 five minute pick-up period
- 2X for all overtime, Saturdays, Sundays and Statutory holidays
- suitable meal provided when non-scheduled overtime is worked in excess of 2 hours beyond normal shift
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Carpenters - Provincial - C.L.R. - Provincial (Carpenters) Trade Division and United Brotherhood of Carpenters and Joiners of America. Local Unions: Local 846 - Lethbridge, Local 1322 - Edson, Local 1325 - Edmonton. Local 1569 - Medicine Hat, Local 1779 - Calgary, Local 2103 - Calgary, Local 2410 - Red Deer (Registration Certificates Numbers: 5 - 78, 6 - 78, 7 - 78, 1 - 80, 3 - 80, 4 - 80)

May 4/82 - Apr 30/84

Journeyman

	Net	H.P.	H. & W.	Pension	Apprenticeship Fund	Gross
May 4/82	$16.70	10%	$ .30	$ .60	$.015	$19.285
May 1/83	18.10	10%	.30	.60	.015	20.825
Nov 1/83	18.50	10%	.30	.60	.015	21.265

Foreman

Shall be paid a rate 10% above the minimum journeyman rate corrected to the nearest $.05/hour

Apprentices

	May 4/82	May 1/83	Nov 1/83	
1st year - 65%	$10.85	$11.75	$12.05	
2nd year - 75%	12.55	13.55	13.85	(Corrected to the nearest $ .05)
3rd year - 85%	14.20	15.40	15.75	
4th year - 95%	15.85	17.20	17.55	

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute rest breaks
- 2X all overtime and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day declared by Federal or Provincial Government.

Cement Masons - Provincial -C.L.R. - Cement Masons Trade Division and Operative Plasterers and Cement Masons International Association, Local 139, Calgary, Alberta and Local 924, Edmonton, Alberta

June 26/82 - Apr 30/84

Journeyman Cement Mason

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
June 26/82	$15.28	$1.528	$ .35	$ .25	-	$17.408
Oct 1/82	16.18	1.618	.35	.25	-	18.398
May 1/83	17.33	1.733	.35	.25	.05	19.713
Nov 1/83	17.66	1.766	.35	.25	.05	20.076

Foreman

Minimum wage shall be 10% above the minimum Journeyman rate corrected to the nearest $ .05/hour

Apprentices

1st six month period - 88%
2nd six month period - 90%
3rd six month period - 92%
4th six month period - 94%
5th six month period - 96%
6th six month period - 98%

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute coffee breaks
- 2X all overtime and holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any days declared by Federal and/or Provincial Government.

Construction Culinary Contractors - Province Wide - C.L.R. and Hotel and Restaurant Employees and Bartenders Union, Local 47
Aug 3/82 - Apr 30/84

	H.P.	H. & W.	Pension	Union Fund
June 15/82	10%	$ .35	$ .35	$ .10
Aug 3/82	10%	.35	.35	.10
May 1/83	10%	.35	.45	.10
Nov 1/83	10%	.45	.45	.10

	June 15/82		Aug. 3/82		May 1/83		Nov 1/83	
	Net	Gross	Net	Gross	Net	Gross	Net	Gross
Chef Manager	$15.40	$17.74	$16.31	$18.741	$17.78	$20.458	$18.04	$20.844
Chef	15.35	17.685	16.26	18.686	17.13	19.743	17.99	20.789
First Cook	14.08	16.288	14.99	17.289	15.86	18.346	16.72	19.392
Second Cook	13.75	15.925	14.06	16.266	14.93	17.332	15.79	18.369
Third Cook	12.35	14.385	13.26	15.386	14.13	16.443	14.99	17.489
Butcher	13.25	15.375	14.16	16.376	15.03	17.433	15.89	18.479
Baker	14.08	16.288	14.99	17.289	15.86	18.346	16.72	19.392
Head Saladman	13.05	15.155	13.96	16.156	14.83	17.213	15.69	18.259
Head Waiter	11.90	13.89	12.67	14.737	13.40	15.64	14.26	16.686
Head Camp Attendant	11.90	13.89	12.67	14.737	13.40	15.64	14.26	16.686
Head Dish Washer	11.90	13.89	12.67	14.737	13.40	15.64	14.26	16.686
Head Commissary	11.90	13.89	12.67	14.737	13.40	15.64	14.26	16.686
Warehouse Man	11.90	13.89	12.67	14.737	13.40	15.64	14.26	16.686
Saladman	12.34	14.374	13.11	15.221	13.84	16.124	14.70	17.17
Sandwich Man	12.04	14.044	12.81	14.891	13.54	15.794	14.40	16.84
Dishwasher	11.75	13.725	12.52	14.572	13.25	15.475	14.11	16.521
Pot Washer	11.75	13.725	12.52	14.572	13.25	15.475	14.11	16.521
Baker's Helper	11.67	13.637	12.44	14.484	13.17	15.387	14.03	16.433
Waiter	11.60	13.56	12.37	14.407	13.10	15.31	13.96	16.356
General Help	11.60	13.56	12.37	14.407	13.10	15.31	13.96	16.356
Commissary	11.60	13.56	12.37	14.407	13.10	15.31	13.96	16.356
Camp Attendant	11.54	13.494	12.31	14.341	13.04	15.244	13.90	16.29
Mess Hall Attendant	11.60	13.56	12.37	14.407	13.10	15.31	13.96	16.356

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest periods
- 2 X for all overtime, Saturdays, Sundays and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, (first Monday in August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, Heritage Day.

Drywall Tapers - Calgary - C.L.R. Drywall Taping (Calgary) Trade Division and the International
June 3/82 - Apr 30/84 Brotherhood of Painters and Allied Trades Local 583, Calgary, Alberta

Journeyman Wallboard Fillers, Tapers and Finishers

	Net	H.P.	H. & W.	Pension	Gross
June 3/82	$14.67	$1.467	$ .25	$ .25	$16.637
Nov 1/82	15.87	1.587	.25	.25	17.957
May 1/83	16.87	1.687	.30	.25	19.107
Nov 1/83	17.67	1.767	.35	.25	20.137

Foreman

No rates mentioned

Apprentices

Probationary period - 1st month - 40%
next 5 months - 60%
next 6 months - 70%
next 6 months - 75%
next 6 months - 85%
next 6 months - 90%
next 6 months - 95%

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2 ten minute rest periods per shift
- 2X all overtime, Saturdays, Sundays, and Statutory holidays
- Recognized Holidays - First Monday in August, New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any days declared by Federal and/or Provincial Government.

Electricians-Provincial - Electrical Contractors Association of Alberta and Local Union 254 and 424 of the International Brotherhood of Electrical Workers
May 1/82 - Apr 30/84

Journeyman

	Net	H.P.	H. & W.	Pension	Education	Gross
May 1/82	$16.85	$1.685	$ .51	$ .85	$ .065	$19.96
Nov 1/82	18.20	1.820	.56	.915	.065	21.56
May 1/83	19.60	1.960	.56	1.175	.065	23.36

Sub-Foreman

Shall be paid a rate equal to 105% of the Journeyman Electrician's hourly rate

Foreman

Shall be paid a rate equal to 112% of the Journeyman Electrician's hourly rate

General Foreman

Shall be paid a rate equal to 118% of the Journeyman Electrician's hourly rate

Apprentices

1st year - 45%
2nd year - 55%
3rd year - 65%
4th year - 75%

- 7 hours/day; 35 hours/week - Monday to Friday
- 2 ten minute work breaks per work day
- hot meal provided after 2 hours of overtime
- 2X all overtime, Saturdays, Sundays, and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Day (August), Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Elevator Constructors - Province Wide - C.L.R. Elevator Constructors (Calgary and Edmonton) Trade Division and the International Union of Elevator Constructors Local 122, Edmonton and Local 130, Calgary
June 2/82 - Apr 30/84

Journeyman Mechanic - Edmonton

	Net	H.P.	H. & W.	Pension	Training & Apprentice	Gross
May 24/82	$16.97	10%	$ .43	$1.40	$ .045	$20.542
Dec 6/82	See Note	10%	.43	1.40	.045	N/A
May 2/83	See Note	10%	.48	1.50	.045	N/A
Dec 5/82	See Note	10%	.48	1.50	.045	N/A

Journeyman Mechanic - Calgary

	Net	H.P.	H. & W.	Pension	Training & Apprentice	Gross
May 24/82	$17.12	10%	$ .43	$1.40	$ .045	$20.707
Dec 6/82	See Note	10%	.43	1.40	.045	N/A
May 2/83	See Note	10%	.48	1.50	.045	N/A
Dec 5/82	See Note	10%	.48	1.50	.045	N/A

NOTE: The net wages will be adjusted in the following manner:
- Calculate the average increase of the total compensation package of the three highest of the following 10 building trades in each city; Boilermaker, Electrician, Plasterer, Sheetmetal, Plumber, Ironworker, Bricklayer, Carpenter, Millwright, Refrigeration
- Deduct from the resultant figures the increases in contributions in fringe benefits.
- Add the remaining amounts to the current mechanics rates.

Mechanic in Charge

Rate shall equal 112 1/2% of the Mechanic's rate when in charge of three or more employees and 115% of Mechanic's rate when in charge of eight or more employees and 120% of Mechanic's rate when in charge of 15 or more employees.

Adjuster

Rate shall equal 115% of the Mechanic's rate

Local Representative (Resident Mechanic)

Rate shall equal 112 1/2% of the Mechanic's rate

Helper

Probationary - 55%
After 6 months - 70%
After 3 years - 80%

- 8 hours/day; 5 days/week - Monday to Friday, inclusive
- 2 fifteen minute rest periods per day
- 1 1/2 X for daily overtime when employed on maintenance work
- 2X for daily overtime when employed on repair or construction work
- 2X for Sundays or holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and the first Monday in August

- 2X for all overtime, Saturdays, Sundays and holidays
- Recognized Holidays - New Year's Day, Victoria Day, Christmas Day, Labour Day, Good Friday, Dominion Day, Boxing Day, Remembrance Day, Thanksgiving Day, first Monday in August and any such holiday declared by Federal and/or Provincial Government.

Labourers - Edmonton - C.L.R. - Labourers (Edmonton) Trade Division and The Construction and General Workers' Local Union No. 92, Edmonton
May 1/82 - Apr 30/84

Labourer, Tradesman Helper, Pump Tender, Heater Tender, Sweeper, Signalman, Gradesman, Dumpman, Hookupman, Snow Blower Operator, Track Layer, Yardman

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$13.25	10%	$ .35	$ .50	$ .06	$15.485
Nov. 1/82	13.57	10%	.40	.50	.06	15.887
May 1/83	14.48	10%	.40	.60	.06	16.988
Nov. 1/83	15.39	10%	.40	.70	.06	18.089

Chipper, Tamperman, Power Buggy Operator, Truck Driver, Tractor Operator, Tubular Scaffold, Climbing Crane Swamper, Gas Tester, Beltcrete Operator, Other Tools & Conveyances normally used by Labourer, Surveyor's Helper, Concrete Labourer

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$13.35	10%	$ .35	$ .50	$ .06	$15.595
Nov. 1/82	13.67	10%	.40	.50	.06	15.997
May 1/83	14.58	10%	.40	.60	.06	17.098
Nov. 1/83	15.49	10%	.40	.70	.06	18.199

Vibrator Operator, Swinging Scaffold, Mixerman, Sandblaster, Formsetter, Forklift Operator, Pumpcrete Operator, Driller, Cement Joint Tile & Pipe Layer, Gunite Nozzle Man, Underground Labourer, Pipe Wrapper, Mucking Machine Operator, Jack Hammerman, Bricklayer Helper, Plasterers Helper, Tool Crib Person, Jeeping Pipe, Bob Cat Operator, Chain Saw Operator

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$13.45	10%	$ .35	$ .50	$ .06	$15.705
Nov. 1/82	13.77	10%	.40	.50	.06	16.107
May 1/83	14.68	10%	.40	.60	.06	17.208
Nov. 1/83	15.59	10%	.40	.70	.06	18.309

Fence Erection Constructors - Province Wide - Fence Erection Contractors and International Association of Bridge, Structural and Ornamental Ironworkers, Local Union No. 720, Edmonton and Local Union No. 725, Calgary and the Construction and General Workers Union Local No. 92, Edmonton and Local No., 1111, Calgary

May 1/82 - May 1/84

Journeyman Iron Worker Fence Erector

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$13.00	10%	$ .35	$.80	$15.45
Nov 1/82	13.00	10%	.35	.90	15.55
May 1/83	13.50	10%	.40	1.00	16.25
Nov 1/83	14.00	10%	.40	1.00	16.80

Foreman

May 1/82 - rate shall be $1.00/hour above Journeyman's rate of pay

Labourer: Tradesman's Helper, Truck and Tractor Mounted Power Operated Auger

	H.P.	H. $ W.	Pension
May 1/82	10%	$.35	$.50
Nov 1/82	10%	.40	.50
May 1/83	10%	.40	.60
Nov 1/83	10%	.40	.70

	May 1/82		Nov 1/82		May 1/83		Nov 1/83	
	Net	Gross	Net	Gross	Net	Gross	Net	Gross
1st 6 months	$9.00	$10.75	$9.00	$10.80	$9.00	$10.90	$9.00	$11.00
2nd 6 months	10.00	11.85	10.00	11.90	10.00	12.00	10.00	12.10
3rd 6 months	11.00	12.95	11.00	13.00	11.50	13.65	11.50	13.75
4th 6 months	12.00	14.05	12.00	14.10	12.50	14.75	12.50	14.85

- 8 hours/day, 40 hours/week, Monday to Friday
- 2 coffee breaks of a non-specified duration
- 1 1/2X all overtime and Saturdays, 2 X for Sundays and Statutory holidays
- suitable lunch provided after 2 hours of unscheduled overtime
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August and any day declared by Federal or Alberta Governments.

Floor Coverers - Calgary - C.L.R. Floor Covering (Calgary) Trade Division and International Brotherhood of Painters and Allied Trades, Local 583, Calgary, Alberta

(No settlement at this time)

Glaziers - Calgary - Glass Company Employers Organization and the Glassworkers Division Local 1725 of the
May 2/82-May 2/84 International Brotherhood of Painters & Allied Trades (Job Site Agreement)

Journeyman Qualified Glass and Metal Mechanic

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.50	10%	$.32	$.20	$17.57
Nov 1/82	16.25	10%	.35	.20	18.43
May 1/83	17.25	10%	.40	.20	19.58
Nov 1/83	18.33	10%	.40	.20	20.76

Lead Hand

Shall be paid a rate equal to the journeyman rate plus $1.00/hour when four or more men are on the job

Apprentices

1st period - 65%
2nd period - 70%
3rd period - 75%
4th period - 85%

- 8 hours/day, 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest periods each day
- a hot meal provided at the end of 10 hours
- 1 1/2X first 2 hours and Saturday 8 a.m. - 12 p.m., 2X thereafter and on Sundays
- Recognized Holidays - Christmas Day, New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Boxing Day and Remembrance Day

Glaziers - Calgary - Glass Company Employers Organization and The Glassworkers Division Local 1725 of the International Brotherhood of Painters & Allied Trades (Shop Agreement)
May 2/82-May 2/84

Glass Cutter, Edge Finisher, Auto Glass Installer, Shipper, Shop Glazier, Production Metal Fabricator

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$10.64	10%	$.32	$.20	$12.22
Nov 1/82	11.00	10%	.35	.20	12.65
May 1/83	11.60	10%	.40	.20	13.36
Nov 1/83	12.20	10%	.40	.20	14.02

Truck Drivers (Boom)

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$10.47	10%	$.32	$.20	$12.04
Nov 1/82	10.80	10%	.35	.20	12.43
May 1/83	11.40	10%	.40	.20	13.14
Nov 1/83	12.00	10%	.40	.20	13.80

Truck Drivers (Other)

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$9.14	10%	$.32	$.20	$10.57
Nov 1/82	9.40	10%	.35	.20	10.89
May 1/83	10.00	10%	.40	.20	11.60
Nov 1/83	10.43	10%	.40	.20	12.10

Warehouse Persons, Packers

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$8.50	10%	$.32	$.20	$9.87
Nov 1/82	8.75	10%	.35	.20	10.18
May 1/83	9.40	10%	.40	.20	10.94
Nov 1/83	9.70	10%	.40	.20	11.27

Sealed Unit Employees:

Class 1

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$8.86	10%	$.32	$.20	$10.27
Nov 1/82	9.10	10%	.35	.20	10.56
May 1/83	9.75	10%	.40	.20	11.33
Nov 1/83	10.10	10%	.40	.20	11.71

Class 2

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$7.20	10%	$.32	$.20	$8.44
Nov 1/82	7.40	10%	.35	.20	8.69
May 1/83	7.90	10%	.40	.20	9.29
Nov 1/83	8.20	10%	.40	.20	9.62

- 8 hours/day, 40 hours/week, Monday to Friday
- 2 ten minute rest periods
- 1 1/2X first 2 hours and 8 a.m. - 12 p.m. Saturday, 2X thereafter, Sunday and Statutory holidays
- Recognized Holidays - Christmas Day, New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day and Boxing Day

Glaziers - Edmonton - Glass Company Employers Organization and the Glaziers and Glassworkers Division
May 1/82 - Apr 30/84 Local 1016 of the International Brotherhood of Painters & Allied Trades; (Job Site Agreement)

Journeyman Qualified Glass and Metal Mechanic

	Net	H.P.	H. & W.	Pension	Gross	Joint Commission
May 1/82	$15.50	10%	$.32	$.20	$17.57	$.01
Nov. 1/82	16.25	10%	.35	.20	18.43	.01
May 1/83	17.25	10%	.40	.20	19.58	.01
Nov 1/83	18.33	10%	.40	.20	20.76	.01

Lead Hand

Shall be paid a rate equal to the journeyman rate plus $1.00/hour when four or more men are on the job.

Apprentices

1st period - 65%
2nd period - 70%
3rd period - 75%
4th period - 85%

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest periods each day
- a hot meal provided at the end of 10 hours
- Recognized Holidays - Christmas Day, New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Boxing Day and Remembrance Day
- 1 1/2 x first 2 hours and 8 a.m. - 2 p.m. Saturday, 2X thereafter and on Sunday

Glaziers - Edmonton - Glass Company Employers Organization and the Glaziers and Glassworkers Division
May 1/82 - Apr 30/84 Local 1016 of the International Brotherhood of Painters & Allied Trades; (Shop Agreement)

Glass Cutter, Edge Finisher, Shop Glazier, Auto Glass Installer, Residential Glazier, Shipper, Boom Truck Driver (3 1/2 tons and over)

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$10.64	10%	$.32	$.20	$12.22
Nov 1/82	11.00	10%	.35	.20	12.65
May 1/83	11.60	10%	.40	.20	13.36
Nov 1/83	12.20	10%	.40	.20	14.02

Truck Driver

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$9.14	10%	$.32	$.20	$10.57
Nov 1/82	9.40	10%	.35	.20	10.89
May 1/83	10.00	10%	.40	.20	11.60
Nov 1/83	10.45	10%	.40	.20	12.10

Warehouse Person, Packers

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$8.50	10%	$.32	$.20	$9.87
Nov 1/82	8.75	10%	.35	.20	10.18
May 1/83	9.40	10%	.40	.20	10.94
Nov 1/83	9.70	10%	.40	.20	11.27

Sealed Unit Employees

Class 1

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$8.86	10%	$.32	$.20	$10.27
Nov 1/82	9.10	10%	.35	.20	10.56
May 1/83	9.75	10%	.40	.20	11.33
Nov 1/83	10.10	10%	.40	.20	11.71

Class 2

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$7.20	10%	$.32	$.20	$8.44
Nov 1/82	7.40	10%	.35	.20	8.69
May 1/83	7.90	10%	.40	.20	9.29
Nov 1/83	8.20	10%	.40	.20	9.62

- 8 hours/day, 40 hours/week, Monday to Friday inclusive
- 1 1/2X first 2 hours and 8 a.m. - 12 p.m. Saturday, 2X thereafter and Sunday
- 2 ten minute breaks
- Recognized Holidays - New Years Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Boxing Day

Insulators - Provincial - Contractors and Companies Bound Under Registration Certificates 2-76 and 1-75 and the International Association of Heat and Frost Insulators and Asbestos Workers, Local #110, Edmonton, Alberta and District of MacKenzie, Northwest Territories and Local #126 Calgary, Alberta

June 14/82 - Apr. 30/84

Journeyman Insulator

	Net	H.P.	H. & W.	Pension	Industry Fund	Gross
May 12/82	$16.48	10%	$ .35	$ .60	$ .20	$19.278
Nov. 1/82	17.56	10%	.45	.60	.20	20.566
May 1/83	19.20	10%	.45	.80	.20	22.570

Foreman

Rate shall be 10% over the Journeyman rate. Minimum of one foreman for the first three employees and one foreman for every 15 employees thereafter. No foreman shall supervise more than 15 employees at any time.

Apprentices

Shall be paid in accordance with the Trade of Insulators Regulations (Alberta Regulation 80-76)

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 coffee breaks - one in first half and one in second half of each shift
- 2X for all overtime, Saturdays, Sundays, recognized holidays
- a hot full course meal supplied during daily overtime and every four hours thereafter
- Recognized holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, First Monday in August, Labour day, Thankgiving Day, Remembrance Day, Christmas Day, Boxing Day, plus Heritage Day or any other day enacted by the Provincial Government

Interior Systems - Provincial - C.L.R. Interior Systems Mechanics (Provincial) Trade Division and United Brotherhood of Carpenters and Joiners of America Local Unions #346 - Lethbridge, #1322 - Edson, #1325 - Edmonton, #1569 - Medicine Hat, #1779 - Calgary, #2103 - Calgary, #2410 - Red Deer

May 4/82 - April 30/84

Journeyman Interior Systems Mechanic

	Net	H.P.	H. & W.	Pension	Apprentice Fund	Gross
May 4/82	$16.70	10%	$.30 (Eff. Nov 1/82)	$.60 (Eff. Nov 1/82)	$.015	$19.285
May 1/83	18.10	10%	.42	.80	.015	21.145
Nov 1/83	18.50	10%	.42	.80	.015	21.585

Foreman

Shall be paid at a rate 10% above the minimum journeyman rate corrected to the nearest 5¢ per hour

Apprentices

Minimum wages shall be corrected to the nearest 5¢ per hour

	May 4/82	May 1/83	Nov 1/83
1st. six months - 60%	$10.00	$10.85	$11.10
2nd. six months - 65%	10.85	11.75	12.00
3rd. six months - 75%	12.55	13.55	13.85
4th. six months - 80%	13.35	14.50	14.80
5th. six months - 90%	15.05	16.30	16.65
6th. six months - 95%	15.85	17.20	17.60

- 8 hours/day; 40 hours/week - Monday to Friday, inclusive
- 2 ten minute rest breaks in each working shift
- 2X for all overtime, Saturdays, Sundays, and Statutory holidays
- suitable meal provided when non-scheduled overtime is worked in excess of 2 hours beyond the regular hours of work
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and an additional general holiday if proclaimed by the Federal or Provincial Government

Ironworkers - Provincial - C.L.R. - Ironworkers - Structural (Edmonton Trade Division) Reg. Cert. No. 2 - 78; Ironworkers - Reinforcing (Edmonton Trade Division) Reg. Cert. No. 11 - 76; Ironworkers Structural (Calgary Trade Division) Reg. Cert. No. 9 - 76; Ironworkers - Reinforcing (Calgary Trade Division) Reg. Cert. No. 10 - 76 and International Association of Bridge, Structural and Ornamental Ironworkers Local Union No. 720, Edmonton and Local Union No. 725, Calgary

May 16/82 - Apr 30/84

Journeyman Structural & Ornamental Ironworker, Machinery Mover & Rigger, Journeyman Welder

	Net	H.P.	H. & W.	Pension	Apprentice Improvement Fund	Gross
May 16/82	$16.88	$1.69	$ .35	$ .80	$ .05	$19.77
Nov. 1/82	18.07	1.80	.35	.90	.05	21.17
May 1/83	19.50	1.94	.40	1.00	.05	22.89

Foreman

May 10/82 - $1.65/hour above journeyman's rate
Nov.1/82 $1.80/hour above journeyman's rate
May 1/83 - $1.95/hour above journeyman's rate

Apprentices

	May 16/82 (net)	Nov 1/82 (net)	May 1/83 (net)
1st year - 70%	$11.82	$12.65	$13.65
2nd year - 80%	13.50	14.46	15.60
3rd year - 90%	15.19	16.26	17.55

Journeyman Reinforcing Ironworker - Certified

	Net	H.P.	H. & W.	Pension	Apprentice Fund	Gross
May 16/82	$16.13	$1.61	$ .35	$ .80	$ .05	$18.94
Nov. 1/82	17.31	1.73	.35	.90	.05	20.34
May 1/83	18.74	1.87	.40	1.00	.05	22.06

Foreman

May 10/82 - $1.65 hour above journeyman's rate
Nov.1/82 $1.80/hour above journeyman's rate
May 1/83 - $1.95 hour above journeyman's rate

Apprentices

	May 16/82 (net)	Nov. 1/82 (net)	May 1/83 (net)
1st year - 70%	$11.29	$12.12	$13.12
2nd year - 80%	12.90	13.85	14.99
3rd year - 90%	14.52	15.58	16.87

- 8 hours/day - Monday to Friday, inclusive
- 2 ten minute coffee breaks/day
- 2X for all overtime work and holidays
- Recognized Holidays - New Year's Day, Empire Day, Christmas Day, Labour Day, Good Friday, Dominion Day, Boxing Day, Remembrance Day, Thanksgiving Day, first Monday in August and any such holiday declared by Federal and/or Provincial Government.

Labourers - Calgary - C.L.R. - Labourers (Calgary) Trade Division and The Construction and General
May 1/82 - Apr 30/84 Workers' Local Union 1111

Labourer, Tradesman's Helper, Concrete Labourer, Pump Tender & Heat Tender, Sweeper, Signalman, Gradesman, Dumpman, Snow Blower Operator, Jeeping Pipe, Track Layer

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$12.77	10%	$ .35	$ .60	$ .12	$15.117
Nov.1/82	13.66	10%	.40	.60	.12	16.146
May 1/83	14.42	10%	.40	.70	.12	17.082
Nov.1/83	15.20	10%	.40	.80	.15	18.070

Chipper, Tamperman, Power Buggy Operator, Truck Driver, Bob Cat Operator, Tractor Operator, Tubular Scaffold, Plasterer's Helper, Swinging Scaffold, Tool Crib, Gas Tester, Beltcrete Operator, Chain Saw Operator & Other Tools & Conveyances Normally used by Labourers, Surveyor's Helper, Hookupman

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$12.87	10%	$ .35	$ .60	$ .12	$15.227
Nov. 1/82	13.76	10%	.40	.60	.12	16.256
May 1/83	14.52	10%	.40	.70	.12	17.192
Nov. 1/83	15.30	10%	.40	.80	.15	18.180

Miner man, Sandblaster, Powdersetter, Forklift Operator, Pumpcrete Operator, Driller, Cement Joint Tile & Pipe Layer, Gunite Nozzle Man, Underground Labourer, Pipe Wrapper, Mucking Machine Operator, Climbing Crane Sweeper, Vibrator Operator, Jack Hammerman, Bricklayers Helper, Concrete Labourers Grade 1, Powderman, Air Track Drillers, Mole Operators, Miners, Timbermen, Gunite Machine Operators

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$13.12	10%	$ .35	$ .60	$ .12	$15.502
Nov. 1/82	14.01	10%	.40	.60	.12	16.531
May 1/83	14.77	10%	.40	.70	.12	17.467
Nov. 1/83	15.55	10%	.40	.80	.15	18.455

Labour Foreman

Shall receive not less than $1.00/hour over the highest classification working under him

- 8 hours/day; - Monday to Friday, inclusive
- 2 ten minute rest breaks each shift

Concrete Labourer Grade 1, Powderman, Air Track Driller, Mole Operator, Miner, Timberman

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$13.60	10%	$ .35	$ .50	$ .06	$15.87
Nov. 1/82	13.92	10%	.40	.50	.06	16.272
May 1/83	14.83	10%	.40	.60	.06	17.373
Nov. 1/83	15.74	10%	.40	.70	.06	18.474

Foreman

Not less than 10%/hour over the highest classification working under him

- 8 hours/day - Monday to Friday, inclusive
- 2 ten minute breaks/shift
- 2X for all overtime work and holidays
- Recognized Holidays - New Year's Day, Victoria Day, Christmas Day, Labour Day, Good Friday, Dominion Day, Boxing Day, Remembrance Day, Thanksgiving Day, first Monday in August and any such holiday declared by Federal and/or Provincial Government.

Lathers - Provincial - C.L.R. - Lathers Trade Division and The Lathers Division of the United Brotherhood of Carpenters and Joiners of America Local No. 1779 Calgary, Local No. 1325 Edmonton
June 28/82-Apr 30/84

Calgary: Journeyman Lather - Iron Man and Nail-On Man (Gypsum Lath and Stucco Wire)

	Net	H.P.	H. & W.	Pension	Gross
June 28/82	$16.70	$1.67	$ .30	$ .35	$19.02
Nov 1/ 82	16.70	1.67	.42	.56	19.35
May 1/83	18.10	1.81	.42	.56	20.89
Nov. 1/83	18.50	1.85	.42	.80	21.57

Edmonton: Journeyman Lather - Iron Man and Nail-On Man (Gypsum Lath and Stucco Wire)

	Net	H.P.	H. & W.	Pension	Gross
June 28/82	$16.70	$1.67	$ .20	$ .46	$19.03
Nov. 1/82	16.70	1.67	.42	.56	19.35
May 1/83	18.10	1.81	.42	.56	20.89
Nov. 1/83	18.50	1.85	.42	.80	21.57

Foreman

Shall receive $1.25 above the employee's regular hourly rate when supervising up to (8) eight men including the foreman are employed on any one job and $1.50 above the employee's regular hourly rate of wages while supervising more than (8) eight men.

Apprentices

1st six months - 60%
2nd six months - 65%
3rd six months - 75%
4th six months - 80%
5th six months - 90%
6th six months - 95%

(All rates brought to the nearest 5¢)

- 8 hours/day - 40 hours/week Monday to Friday, inclusive
- 2 ten minute work breaks/shift
- 2X for all other overtime, Sundays and holidays
- Recognized Holidays - New Year's Day, Victoria Day, Christmas Day, Labour Day, Good Friday, Dominion Day, Boxing Day, Remembrance Day, Thanksgiving Day, first Monday in August and any such holiday declared by Federal and/or Provincial Government.

Millwrights - Calgary - C.L.R. Millwrights (Calgary) Trade Division and The Millwrights, Machinery Erectors - Mechanical Fitters and Maintenance Local Union 1975 of the United Brotherhood of Carpenters and Joiners of America
May 21/82 - Apr 30/84

	Net	H.P.	H. & W.	Pension	Training	Gross
May 21/82	$17.07	10%	$.30	$.718	$.05	$19.845
Nov. 1/82	18.46	10%	.42	.718	.05	21.494
May 1/83	19.75	10%	.42	.91	.05	23.105

Foreman

Shall be paid a rate of $2.00/hour above journeyman rate

General Foreman

Shall be paid a rate of $3.10/hour above journeyman rate

Apprentices

1st year - 60%
next 6 months - 65% (calculated to the nearest cent)
next 6 months - 70%
next 6 months - 75%, etc.

- 7 1/2 hours/day; 37 1/2 hours/week - Monday to Friday, inclusive
- 2 ten minute breaks allowed each shift
- sufficient pickup period allowed prior to quitting time
- suitable meal provided when employees are required to work in excess of 10 hours in a single shift
- 2X for all overtime, Saturdays, Sundays and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, 1 Calgary Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and one additional holiday if proclaimed by the Federal or Provincial Government

Millwrights - Edmonton - C.L.R. Millwrights (Edmonton) Trade Division and Local Union 1460 (Millwrights - Edmonton) of the United Brotherhood of Carpenters and Joiners of America
May 1/82 - Apr 30/84

Journeyman Millwright

	Net	H.P.	H. & W.	Pension	Training	Gross
May 12/82	$17.04	10%	$.48	$.77	$.03	20.024
Nov. 1/82	18.39	10%	.48	.77	.03	21.509
May 1/83	19.68	10%	.644	.962	.03	23.284

Foreman

Effective May 12/82, he shall be paid a minimum rate of $2.00 above the basic journeyman hourly rate

General Foreman

Effective May 12/82, he shall be paid a minimum rate of $3.10 above the basic journeyman hourly rate

Apprentices

1st. year - 60%
2nd. year - 70%
3rd. year - 80%
4th. year - 90%

- 7 1/2 hours/day; 37 1/2 hours/week - Monday to Friday, inclusive
- 2 ten minute breaks per day
- 2X for all overtime, Saturdays, Sundays and Statutory holidays
- suitable hot meal provided after 10 hours in a single shift
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any one Federal or Provincial holiday that may be established.

Operating Engineers - Provincial - C.L.R. (Operating Engineers Trade Division) and International Union of
May 1/82 - Apr 30/84 Operating Engineers Local 955

Group 1 - Crane 12T capacity and over; piledriver; boring machine LDH & Larger; Sideboom; stiff-leg; guy derrick; gin or guy pole; hoist (hoisting, lowering and/or erecting); dragline, hoe, shovel, clam, 1 1/2 cu. yd. and over; machinists, mechanics and welders

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
May 1/82	$16.99	$1.698	$.45	$.65	$.03	$19.818
Nov 1/82	17.22	1.718	.50	.70	.03	20.168
May 1/83	19.22	1.921	.50	.75	.05	22.441

(Add $.05/hr. - 35T cranes plus $.05/hr. - every 10T over 35T. Add $.15/hr. - boom or mast mounted cabs of hammerhead and tower cranes)

Group II - Hammerhead & Tower cranes up to 3T; crawler & mobile cranes up to 12T; boring machine MF & equivalent; trench type ditching machine (over 140 Cleveland); concrete pump (all types); dragline, hoe, shovel, clam over 1/2 cu. yd. capacity & up to 1 1/2 cu. yd. quadtractor (one operator); motor scraper 657 & larger; crawler tractors larger than D9 or equivalent; front end loader 5 cu. yd. capacity and up to 10 cu. yd.

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$16.74	$1.673	$.45	$.65	$.03	$19.543
Nov 1/82	16.97	1.696	.50	.70	.03	19.896
May 1/83	18.97	1.896	.50	.75	.05	22.166

(Add $.15/hr. for boom or mast mounted cabs on hammerhead & tower cranes)

Group III - Dragline, hoe clam, shovel up to & including 1/2 cu. yd; crawler tractor with attachments such as dozer, scraper over 75 B.H.P. up to & including D9 or equivalent; motor scraper up to 657 capacity; frontend & overhead loader 1 cu. yd & up to 5 cu. yd. (including Bob-Cat type); concrete mixer 1 cu. yd. capacity & over; crusher; batch plant; A Frame; lowboy; grader; service truck; lubricator, boring machine BDH equivalent & smaller; partsman; compaction equipment with attachments

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
May 1/82	$16.34	$1.633	$.45	$.65	$.03	$19.103
Nov 1/82	16.57	1.656	.50	.70	.03	19.456
May 1/83	18.57	1.856	.50	.75	.05	21.726

Group IV - Crawler Tractors with Attachments such as dozer and scraper up to and including 75 B.H.P.; Frontend and overhead loaders up to 1 cu. yd. (including Bob-Cat type); concrete mixer up to 1 cu. yd; single drum skip hoist; elevator operator; dump truck operator; forklift; sideloader; operated, self-propelled and towed compaction equipment; single drum hoist used for purposes other than specified in Group I; partsman's helper

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
May 1/82	$15.27	$1.526	$.45	$.65	$.03	$17.926
Nov 1/82	15.50	1.55	.50	.70	.03	18.28
May 1/83	17.45	1.745	.50	.75	.05	20.495

Group V - Oiler, Assistant operator; water pumps; compressor; mechnical heater (Herman Nelson Dravo type) tow tractor (no attachments); mechanic's helper; gas tester (sniffer); boring machine helper, rigger for Franki-type machine

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$14.45	$1.445	$.45	$.65	$.03	$17.025
Nov 1/82	14.68	1.467	.50	.70	.03	17.377
May 1/83	16.59	1.658	.50	.75	.05	19.548
Steam Engineers (second class)						
May 1/82	$16.99	$1.698	$.45	$.65	$.03	$19.818
Nov 1/82	17.22	1.721	.50	.70	.03	20.171
May 1/83	19.22	1.921	.50	.75	.05	22.441
Steam Engineer (third class)						
May 1/82	$16.74	$1.673	$.45	$.65	$.03	$19.543
Nov 1/82	16.97	1.696	.50	.70	.03	19.896
May 1/83	18.97	1.896	.50	.75	.05	22.166
Steam Engineer (fourth class)						
May 1/82	$16.54	$1.653	$.45	$.65	$.03	$19.323
Nov 1/82	16.77	1.676	.50	.70	.03	19.676
May 1/83	18.77	1.876	.50	.75	.05	21.946

Fireman

May 1/82	$16.34	$1.633	$.45	$.65	$.03	$19.103
Nov 1/82	16.57	1.656	.50	.70	.03	19.456
May 1/83	18.57	1.856	.50	.75	.05	21.726

(Add $.15/hour above shift engineer - Chief Engineer)

Industrial Construction:

Working Foreman - Shall receive 8%/hour over the hourly rate of the highest operating engineer classification under his supervision when 5 or more operating engineers are employed on a project

Non-Working Foreman - Shall receive 12%/hour over the hourly rate of the highest classification under his supervision when 12 or more operating engineers are employed on a project

General Foreman - Shall receive 16%/hour in addition to the rate specified

Commercial Construction:

Working Foreman - Shall receive 8%/hour over the hourly rate of the highest classification under his supervision when 3 or more operating engineers are employed on a construction site

Non-Working Foreman - Shall receive 12% over the hourly rate of the highest classification under his supervision when 8 or more operating engineers are employed on a construction site

- 8 hours/day - Monday to Friday
- 2 ten minute coffee breaks per shift
- 2X for all overtime, Saturdays, Sundays and Statutory holidays
- meal provided when daily hours in excess of 10 hours
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared by the Federal or Provincial Government

Crane Owners - Provincial - C.L.R. Crane Owners Trade Division and The International Union of Operating Engineers Local 955
May 1/82 - Apr 30/84

Crane Operator - 125 Ton Capacity & Over

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$17.49	$1.748	$.45	$.65	$.03	$20.368
Nov 1/82	17.72	1.771	.50	.70	.03	20.721
May 1/83	19.72	1.971	.50	.75	.05	22.991

Crane Operator - 80 Ton and up to 125 Ton Capacity

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$17.24	$1.723	$.45	$.65	$.03	$20.093
Nov 1/82	17.47	1.746	.50	.70	.03	20.446
May 1/83	19.47	1.946	.50	.75	.05	22.716

Mechanic and Welder (Journeyman)

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$17.12	$1.711	$.45	$.65	$.03	$19.961
Nov 1/82	17.35	1.735	.50	.70	.03	20.315
May 1/83	19.35	1.935	.50	.75	.05	22.585

Crane Operator 25 Ton Capacity and up to 80 ton; Mechanic and Welder (Without Journeyman Certificate)

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$16.99	$1.698	$.45	$.65	$.03	$19.818
Nov 1/82	17.22	1.721	.50	.70	.03	20.171
May 1/83	19.22	1.921	.50	.75	.05	22.441

Crane Operator up to 25 ton Capacity; Concrete Pump

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$16.74	$1.673	$.45	$.65	$.03	$19.543
Nov 1/82	16.97	1.696	.50	.70	.03	19.896
May 1/83	18.97	1.896	.50	.75	.05	22.166

Truck Driver; Serviceman

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/82	$15.35	$1.535	$.45	$.65	$.03	$18.015
Nov 1/82	15.58	1.557	.50	.70	.03	18.367
May 1/83	17.53	1.752	.50	.75	.05	20.582

- 8 hours/day - Monday to Friday inclusive
- 2 ten minute coffee breaks per shift
- 2X all overtime, Saturdays, Sundays and Statutory holidays except truck drivers will receive 1 1/2X first 4 hours; 2X thereafter overtime Monday to Friday except when rigging on overtime hours which will be 2X
- meal or meal allowance provided when necessary to work more than 5 consecutive hours on the latter half of a regular shift without a meal break
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Holiday (1st. Monday in August) Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and further holiday if a day is declared by the Federal or Provincial Government

Painters - Southern Alberta - C.L.R. (Painters Calgary) Trade Division and the International
May 1/82 - Apr 30/84 Brotherhood of Painters and Allied Trades, Local Union #583

Journeyman (Certificate of Qualification under the Alberta Apprenticeship Act or the Alberta Tradesmen's Qualification Act)

	Net	H.P.	H. & W.	Pension	Gross
June 3/82	$15.17	10%	$.25	$.35	$17.29
Nov 1/82	15.67	10%	.25	.35	17.84
May 1/83	16.97	10%	.30	.40	19.37
Nov 1/83	17.77	10%	.35	.40	20.30

Unqualified

	Net	H.P.	H. & W.	Pension	Gross
June 3/82	$14.17	10%	$.25	$.35	16.19
Nov 1/82	14.67	10%	.25	.35	16.74
May 1/83	15.97	10%	.30	.40	18.27
Nov 1/83	16.77	10%	.35	.40	19.20

Spray Painting Minimum $1.10 premium above basic rate

Sandblasting, Building Cleaning and Rubber Tank Lining - Minimum $1.10 premium above basic rate

Chargehand (in charge of 3 but not more than 4 employees) Premium pay shall be $.50/hour above journeyman's rate

Foreman (in charge of 5 or more employees) Premium pay shall be $1.45/hour above the journeyman's rate. Effective May 1/83 $1.65

Apprentices

1st. 60 days - 40%
1st. year - 60%
2nd. year - 75%
3rd. year - 85%

- 8 hours/day; 40 hours/week - Monday to Friday (except plant work may be performed on Saturday & Sunday)
- 2X for all overtime, Saturdays, Sundays and Statutory holidays except: 1 1/2X for overtime for Commercial Repainting other than shift work which will be 2X; 1 1/2X for overtime Monday through Friday and for the 1st. four hours on Saturday; all other time on Saturday, Sunday or holidays will be 2X
- 2 ten minute rest periods each shift
- Recognized Holidays - New Years's Day, Good Friday, Empire Day, Dominion Day, One Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other day declared by Federal, Provincial or Civic Governments

Painters - Edmonton - C.L.R. Painters (Edmonton) Trade Division and International Brotherhood of Painters
May 1/82 - Apr 30/84 and Allied Trades Local Union 1016 Edmonton Alberta

Journeyman Brush/Roller Painter; Building Cleaner (Hand), Paper Hanger, Wall Coverer, Sheeter

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.00	10%	$.30	$.30	$17.10
Nov 1/82	15.50	10%	.30	.30	17.65
May 1/83	16.90	10%	.30	.30	19.19
Nov 1/83	17.60	10%	.40	.40	20.16

Journeyman Spray Painter, Sandblaster, Rubber Tank Liner, Building Cleaner (Steam or other Process)

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$16.00	10%	$.30	$.30	$18.20
Nov 1/82	16.50	10%	.30	.30	18.75
May 1/83	17.90	10%	.30	.30	20.29
Nov 1/83	18.60	10%	.40	.40	21.26

Chargehand (Brush, Roller, Etc.)

Minimum basic rates shall be:

May 1/82 - $15.75/hour
Nov 1/82 - $16.25/hour
May 1/83 - $17.65/hour
Nov 1/83 - $18.35/hour

Chargehand (Spray, Sandblast, Etc.)

Minimum basic rate shall be:

May 1/82 - $16.75/hour
Nov 1/82 - $17.25/hour
May 1/83 - $18.65/hour
Nov 1/83 - $19.35/hour

Foreman (Brush, Roller, etc.)

Minimum basic rate shall be:

May 1/82 - $16.50/hour
Nov 1/82 - $17.00/hour
May 1/83 - $18.40/hour
Nov 1/83 - $19.10/hour

Foreman (Spray, Sandblaster)

Minimum basic rate shall be:

May 1/82 - $17.50/hour

Nov 1/82 - $18.00/hour
May 1/83 - $19.40/hour
Nov 1/83 - $20.10/hour

Apprentices

1st. year - 60%
2nd. year - 75%
3rd. yaer - 85%

*NOTE: Painter's Helper may be hired for a period not exceeding 60 calendar days at a rate of 50% of Journeyman's rate

- 8 hours/day; 40 hours/week - Monday to Friday inclusive, except that plant work must be performed on Saturday and Sunday
- 2 ten minute rest periods per shift
- 1 five minute clean-up break prior to completion of the first half of shift; 1 ten minute clean-up break prior to the end of regular shift for brush and roller men and 1 twenty minute clean-up break for spray men
- 2X for all overtime, Saturdays, Sundays and Statutory holidays except (a) Commercial and Residential repainting - 1 1/2X the applicable rate, (b) Shop Work - 1 1/2X the regular rate. Monday to Friday for the 1st. two hours and 2X thereafter; all other time worked on Saturday, Sunday or holidays will be at 2X
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Canada Day, One Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any other day that may be declared by Federal, Provincial or Civic Governments

Plasterers - Calgary - C.L.R. Plasterers Calgary Trade Division and the Operative Plasterers and Cement
May 25/82 - Apr 30/84 Masons' International Association of the United States and Canada, Local 324

Journeyman Plasterer

	Net	H.P.	H. & W.	Pension	Gross
May 25/82	$16.02	$1.60	$.35	$.25	$18.22
Aug 1/82	17.02	1.70	.35	.25	19.32
May 1/83	18.24	1.82	.35	.45	20.86
Nov 1/83	18.64	1.86	.35	.45	21.30

Foreman

Shall be paid $1.25/hour over the journeyman's rate of pay when supervising up to 8 men and $1.50/hour over the journeyman's rate of pay when supervising more than 8 men.

Apprentices

Wages shall be paid at the percentage rates as established by the Apprenticeship Regulations and brought to the nearest 5¢/hour

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2X for all overtime and holiday except daily overtime on out of town projects from which the employee does not return home each night will be 1 1/2X
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Armistice Day, Christmas Day, Boxing Day, Civic Holiday or any such days declared by the Federal and/or Provincial Government

Plasterers - Edmonton - C.L.R. Plasterers (Edmonton) Trade Division and the Operative Plasterers and Cement Masons International Association of the United States and Canada, Local #372, Edmonton, Alberta
May 15/82 - Apr 30/84

Journeyman

	Net	H.P.	H. & W.	Pension	Gross
May 15/82	$16.05	10%	$.35	$.25	$18.255
Aug 1/82	17.05	10%	.35	.25	19.355
May 1/83	18.45	10%	.35	.25	20.895
Nov 1/83	18.85	10%	.35	.25	21.335

Foreman

Shall be paid $1.25/hour above the employees regular hourly rate of pay while supervising up to 8 men and $1.50/hour above the employees regular hourly rate of pay while supervising over 8 men.

Apprentices

1st. year - 65%
2nd. year - 75% (all rates of pay brought to the nearest $0.05)
3rd. year - 90%

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2 ten minute rest breaks in the 8 hour shift
- 1 1/2X for daily overtime Monday through Saturday, or in excess of 44 hours/week on out-of-town projects (where the employee does not return home each night)
- 2X for daily overtime Monday through Friday or 40 hours/week on all Industrial Projects, where a pre-job conference is to be held.
- 2X for all other overtime, Saturdays, Sundays and holidays
- hot meal supplied after 2 hours overtime and every 4 hours worked thereafter.
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any such days as may be declared a Public Holiday by the Federal and/or Provincial Government

Plumbers - Calgary - C.L.R. Mechanical (Calgary) Trade Division and The United Association of Journeyman and Apprentices of The Plumbing and Pipefitting Industry of the United States and Canada Local Union #496
May 1/82-Apr 30/84

Journeyman Plumber, Steamfitter, "A" & "B" Welder

	Net	H.P.	H. & W.	Pension	Education	Gross
May 1/82	$16.98	$1.695	$.45	$.75	$.05	$19.925
Nov 1/82	18.36	1.836	.45	.85	.05	21.546
May 1/83	19.70	1.970	.50	.95	.05	23.170

Foreman

Rate shall be 12 1/2% above the basic rates

General Foreman

Rate shall be 25% above the basic rates

Apprentices

Probation - 50%
1st. year - 50%
2nd. year - 60%
3rd. year - 70%
4th. year - 80%
Temporary Tickets - 80%

Commercial and Residential Projects

- 8 hours/day - Monday to Friday; 36 hours/week, compressed work week in effect

Industrial Projects

- 7 hours/day; 35 hours/week - Monday to Friday
- 2 ten minute breaks/shift; 1 ten minute break/2 hours overtime
- 2X for all overtime and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and one additional statutory holiday if proclaimed by the Federal or Provincial Government

Plumbers - Edmonton - C.L.R. Mechanical (Edmonton) Trade Division and United Association of Journeymen
May 1/82 - Apr 30/84 and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union 488

Journeyman Plumber & Steamfitter, Pipefitter, Welder

	Net	H.P.	H. & W.	Pension	Education Trust	Supp. Benefit Fund	Gross
May 1/82	$16.84	$1.684	$.50	$.85	$.07	$.02	$19.964
Nov 1/82	18.13	1.813	.60	.95	.07	.02	21.583
May 1/83	19.47	1.947	.60	1.10	.07	.02	23.207

Foreman

Minimum rate of wages shall be 12 1/2% per hour above the basic journeyman rates

General Foreman

Minimum rate of wages shall be 25% per hour above the basic journeyman rates

Apprentices

	May 1/82	Nov 1/82	May 1/83
1st. year - 50%	8.42	9.065	9.735
2nd. year - 60%	10.104	10.878	11.682

3rd. year - 70%	11.788	12.691	13.629
4th. year - 80%	13.472	14.504	15.576

- 7 1/2 hours/day; 37 1/2 hours/week - Monday to Friday
- 2X for all overtime, Statutory holidays, Sundays
- suitable meal to be provided after 10 hours worked in a single shift
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and Heritage Day if it should be proclaimed by the Federal Goverment

Plumbers - Lethbridge - Mechanical Contractors Association of Alberta - Calgary District (Lethbridge Area) and United Association of Journeyman and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local Union 780
May 1/82-Apr 30/84

Journeyman Plumber, Steamfitter, "A" & "B" Welder

	Net	H.P.	H. & W.	Pension	Education	Gross
Apr 30/82	$15.40	$1.54	$.35	$.55	$.05	$17.89
Jun 1/82	16.86	1.686	.40	.55	.05	19.546
Nov 1/82	18.24	1.824	.45	.65	.05	21.214
May 1/83	19.58	1.958	.50	.75	.05	22.838
Nov 1/83	19.70	1.97	.50	.75	.05	22.97

Foreman

Rate shall be $1.75 per hour above the rates listed above effective June 1, 1982

Apprentices

Probation - 50%
1st. Year - 50%
2nd. Year - 60%
3rd. Year - 70%
4th. Year - 80%
Temporary Tickets - 80%

- Commercial and residential 8 hrs./day, 40 hrs./week, Industrial 35 hrs./wk. Monday to Friday
- 2 X for all overtime, Statutory holidays, Sundays
- Suitable meal to be provided after 10 hours worked in a single shift
- Recognized Holidays - New Year's Day, Dominion Day, Thanksgiving Day, Boxing Day, Good Friday, first Monday in August, Remembrance Day, Victoria Day, Labour Day, Christmas Day, 1 extra day if proclaimed by the Federal or Provincial Government

Plumbers - Red Deer - The Red Deer Master Plumbing and Heating Contractors and United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada Local 496
May 1/82 - Apr 30/84

Journeymen Plumbers & Steamfitters, A & B Welders

	Net	H.P.	H. & W.	Pension	Education	Gross
May 31/82	$16.98	10%	$.45	$.75	$.05	$19.93
Nov 1/82	18.36	10%	.45	.85	.05	21.55
May 1/83	19.70	10%	.50	.95	.05	23.17

Foreman

Rate shall be 12 1/2% above the journeymen rates

Apprentices

Probation - 50%
1st year - 50%
2nd year - 60%
3rd year - 70%
4th year - 80%
Temporary ticket - 80%

Commercial & Residential Projects

- 8 hours/day, 40 hours/week, Monday - Friday
- 2X all overtime, Saturday, Sunday, Statutory Holidays
- two 15 minute breaks per day
- Recognized holidays - New Years Day, Good Friday, Victoria Day, Dominion Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and one extra day if proclaimed by Federal or Provincial Government

Industrial Projects

- 7 hours/day, 35 hours/week, Monday to Friday
- 2X all overtime, Saturday, Sunday, Statutory holidays
- two 15 minute breaks per day
- Recognized holidays - New Years Day, Good Friday, Victoria Day, Dominion Day, First Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and one extra day if proclaimed by Federal or Provincial Government

Refrigeration - Province-Wide - C.L.R. Refrigeration (Calgary) and (Edmonton) Trade Divisions and the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, Local 646, Calgary Alberta and Local 613, Edmonton Alberta

July 6/82 - Apr. 30/84

Journeyman

	Net	H.P.	H. & W.	Pension	Ind. Div. Fund	Gross
Jun 7/82	$16.05	$1.61	$.50	$.25	$.10 (Eff. Sept 1/82)	$18.51
Nov 1/82	16.87	1.69	.60	.25	.15	19.56
May 1/83	18.01	1.80	.60	.50	.15	21.06
Nov 1/83	18.78	1.88	.60	.50	.15	21.91

Foreman

Working foreman shall be paid an additional $1.50 to his regular rate

Apprentices

Rates not mentioned in agreement

- 8 hours/day; 5 days/week - Monday to Friday
- 2X for all overtime - construction installation
- 1 1/2X first 3 hours; 2X thereafter and between the hours of 12:01 A.M. and 6:00 A.M. - service
- 2X Saturday, Sunday and holidays
- meal allowance provided after 10 hours work
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, first Monday in August, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Roofers - Calgary - C.L.R. Roofers (Calgary) Trade Division and The Build-Up Roofers Damp and
May 25/82-Apr 30/84 Waterproofer's Section of the Sheet Metal Workers International Association, Local Union No. 8

Journeyman Roofer

	Net	H.P.	H. & W.	Retirement	Benevolence Fund	Clothing Allowance	Gross
May 25/82	$14.90	$1.49	$.40	$.39	$.01	$.10	$17.29
Nov 1/82	15.40	1.54	.40	.53	.01	.10	17.98
May 1/83	17.15	1.72	.40	.53	.01	.10	19.91

Foreman/Chargehand Roofer

Shall receive $1.60/hour more than Journeyman rate

Apprentices

	May 1/82	Nov 1/82	May 1/83
1st. year - 70%	$10.43	$10.78	$12.01
2nd. year - 80%	11.92	12.32	13.72
3rd. year - 90%	13.41	13.86	15.44

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 ten minute breaks per shift

- 1 five minute clean-up at end of shift
- on Saturdays excluding make-up hours 1 1/2 X first 4 hours, 2X thereafter
- 2X Sunday and Statutory Holidays
- suitable meal provided on overtime in excess of 2 hours
- Recognized Holidays - New Year's Day, Christmas Day, Boxing Day, Remembrance Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Thanksgiving, Labour Day

Roofers - Edmonton - C.L.R. - Roofers (Edmonton) Trade Division and The Construction and General Worker's
Jun 30/82-Apr 30/84 Local No. 92, Edmonton

Journeyman

	Net	H.P.	H. & W.	Pension	Gross
June 30/82	$15.70	$1.57	$.35	$.50	$18.12
Nov 1/82	16.30	1.63	.40	.50	18.83
May 1/83	17.60	1.76	.40	.60	20.36
Nov 1/83	17.86	1.786	.40	.70	20.746

Foreman

	Net	H.P.	H. & W.	Pension	Gross
June 30/82	$17.20	$1.72	$.35	$.50	$19.77
Nov 1/82	17.80	1.78	.40	.50	20.48
May 1/83	19.10	1.91	.40	.60	22.01
Nov 1/83	19.36	1.936	.40	.70	22.396

Apprentices

1st. year - 70%
2nd. year - 80%
3rd. year - 90%

Truck Driver

	Net	H.P.	H. & W.	Pension	Gross
June 30/82	$14.20	$1.420	$.35	$.50	$16.47
Nov 1/82	14.80	1.48	.40	.50	17.18
May 1/83	16.10	1.61	.40	.60	18.71
Nov 1/83	16.36	1.636	.40	.70	19.096

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 rest breaks; length not specified
- 1 1/2X first 2 hours overtime; 2X thereafter
- 1 1/2X first 8 hours; 2X thereafter (Saturdays)
- 2X (Sundays and holidays)
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August (Civic) and any such day declared by Federal and/or Provincial Governments

Roofers - Lethbridge - The Southern Alberta Sheet Metal and Roofing Contractors' Association and The Built-up Roofers' Damp and Waterproofers Section of the Sheet Metal Workers International Association, Local Union No. 8
May 1/82-Apr 30/84

Journeyman

	Net	H.P.	H. & W.	Retirement Fund	Benevolent Fund	Gross
May 1/82	$13.92	$1.40	$.40	$.39	$.01	$16.12
Nov 1/82	14.52	1.45	.40	.39	.01	16.77
May 1/83	15.72	1.57	.40	.39	.01	18.09
Nov 1/83	16.32	1.63	.40	.39	.01	18.75

Foreman

	Net	H.P.	H. & W.	Retirement Fund	Benevolent Fund	Gross
May 1/82	$15.42	$1.55	$.40	$.39	$.01	$17.77
Nov 1/82	16.02	1.60	.40	.39	.01	18.42
May 1/83	17.22	1.72	.40	.39	.01	19.74
Nov 1/83	17.82	1.78	.40	.39	.01	20.40

Apprentices

	May 1/82	Nov 1/82	May 1/83	Nov 1/83
1st period - 70%	$ 9.74 (net)	$10.16 (net)	$11.00 (net)	$11.42 (net)
2nd period - 80%	11.14 (net)	11.62 (net)	12.58 (net)	13.06 (net)
3rd period - 90%	12.53 (net)	13.07 (net)	14.15 (net)	14.69 (net)

Experienced Roofer (3 or more years) - 85%

	Net	H.P.	H. & W.	Retirement Fund	Benevolent Fund	Gross
May 1/82	$11.83	$1.18	$.40	$.39	$.01	$13.81
Nov 1/82	12.34	1.23	.40	.39	.01	14.37
May 1/83	13.36	1.33	.40	.39	.01	15.49
Nov 1/83	13.87	1.38	.40	.39	.01	16.05

Roofing Helper (18 or more months) - 75%

	Net	H.P.	H. & W.	Retirement Fund	Benevolent Fund	Gross
May 1/82	$10.44	$1.05	$.40	$.39	$.01	$12.29
Nov 1/82	10.89	1.09	.40	.39	.01	12.78
May 1/83	11.79	1.18	.40	.39	.01	13.77
Nov 1/83	12.24	1.22	.40	.39	.01	14.26

Minimum Rate (up to 18 months or becoming apprentice) - 65%

	Net	H.P.	H. & W.	Retirement Fund	Benevolent Fund	Gross
May 1/82	$9.05	$.90	$.40	$.39	$.01	$10.75
Nov 1/82	9.44	.95	.40	.39	.01	11.19
May 1/83	10.22	1.02	.40	.39	.01	12.04
Nov 1/83	10.60	1.06	.40	.39	.01	12.46

- 8 hours/day; maximum 40 hours/week
- 2 ten minute breaks/8 hours; 1 five minute clean-up
- 1 1/2X first 2 hours overtime; 2X thereafter
- 1 1/2X first 4 hours; 2X thereafter (Saturdays other than make-up time)
- 2X (Sundays and Statutory Holidays)
- Recognized Holidays - New Year's Day, Christmas Day, Boxing Day, Remembrance Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Civic Holiday, Thanksgiving Day

Sheet Metal - Province-Wide - C.L.R. (Edmonton/Calgary) Trade Division & Edmonton Association of Sheet Metal and Air Conditioning Contractors & the Southern Alberta Sheet Metal & Roofing Contractors Association & The Medicine Hat Sheet Metal Contractors Association & Certain Sheet Metal Contractors in the Red Deer Area & Such Other Contractors who become party & The Sheet Metal Workers International Association (Local Union No. 8)

May 1/82 - Apr 30/84

Journeyman Sheet Metal Worker, Welder (Job Site)

	Net	H.P.	H. & W.	Pension	Benevolent Fund	Gross
May 1/82	$17.13	$1.713	$.40	$.53	$.01	$19.783
Nov 1/82	17.86	1.786	.40	.53	.01	20.586
Jan 1/83	17.86	1.786	.40	.85	.01	20.906
May 1/83	19.12	1.912	.40	.85	.01	22.292
Nov 1/83	19.71	1.971	.40	.85	.01	22.941

Journeyman Welder (Alberta First Class) Plant (90%)

	Net	H.P.	H. & W.	Pension	Benevolent Fund	Gross
May 1/82	$15.42	$1.542	$.40	$.53	$.01	$17.902
Nov 1/82	16.07	1.607	.40	.53	.01	18.617
Jan 1/83	16.07	1.607	.40	.85	.01	18.937
May 1/83	17.21	1.721	.40	.85	.01	20.191
Nov 1/83	17.74	1.774	.40	.85	.01	20.774

Journeyman Welder (Alberta Second Class) Plant (80%)

	Net	H.P.	H. & W.	Pension	Benevolent Fund	Gross
May 1/82	$13.70	$1.370	$.40	$.53	$.01	$16.01
Nov 1/82	14.29	1.429	.40	.53	.01	16.659

Jan 1/83	14.29	1.429	.40	.85	.01	16.979
May 1/83	15.30	1.530	.40	.85	.01	18.09
Nov 1/83	15.77	1.577	.40	.85	.01	18.607

Sub-Foreman (106%)

	Net	H.P.	H. & W.	Pension	Benevolent Fund	Gross
May 1/82	$18.16	$1.816	$.40	$.53	$.01	$20.916
Nov 1/82	18.93	1.893	.40	.53	.01	21.763
Jan 1/83	18.93	1.893	.40	.85	.01	22.083
May 1/83	20.27	2.027	.40	.85	.01	23.557
Nov 1/83	20.89	2.089	.40	.85	.01	24.239

Foreman (110%)

	Net	H.P.	H. & W.	Pension	Benevolent Fund	Gross
May 1/82	$18.84	$1.884	$.40	$.53	$.01	$21.664
Nov 1/82	19.65	1.965	.40	.53	.01	22.555
Jan 1/83	19.65	1.965	.40	.85	.01	22.875
May 1/83	21.03	2.103	.40	.85	.01	24.393
Nov 1/83	21.68	2.168	.40	.85	.01	25.108

General Foreman

	Net	H.P.	H. & W.	Pension	Benevolent Fund	Gross
May 1/82	$20.21	$2.021	$.40	$.53	$.01	$23.171
Nov 1/82	21.07	2.107	.40	.53	.01	24.117
May 1/83	22.56	2.256	.40	.85	.01	26.076
Nov 1/83	23.26	2.326	.40	.85	.01	26.846

Apprentices

Sheet Metal Worker

1st. period - 50%
2nd. period - 65%
3rd. period - 75%
4th. period - 85%

Welder - Jobsite

1st. period - 60%
2nd. period - 75%
3rd. period - 90%

Welder - Plant

1st. period - 60% (of 90%)
2nd. period - 75% (of 90%)
3rd. period - 90% (of 90%)

NOTE: Industry Advancement Fund - Calgary area - $.10/hour, Edmonton area - $.05/hour, Medicine Hat area - $.04/hour worked

- 8 hours/day; 40 hours/week - Monday to Friday
- 1 ten minute break during each 4 hours worked
- 2X for all overtime
- Danger pay - $.25/hour
- Recognized Holidays - New Year's Day, Christmas Day, Boxing Day, Remembrance Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Civic Holiday, Thanksgiving Day, and any day declared by the Federal or Provincial government

Sheeters, Cladders and Deckers - Provincial - Sheeting, Cladding (Provincial) Trade Division and The Sheet Metal Workers' International Association Local Union No. 8 Province of Alberta and District of MacKenzie, Northwest Territories

May 1/82 - April 30/84

Journeyman Sheeter

	Net	H.P.	H. & W.	Retirement Pension	Benevolent Fund	Gross
May 1/82	$17.13	$1.713	$.40	$.53	$.01	$19.783
Nov 1/82	17.86	1.786	.40	.53	.01	20.586
Jan 1/83	17.86	1.786	.40	.85	.01	20.906
May 1/83	19.12	1.912	.40	.85	.01	22.292
Nov 1/83	19.71	1.971	.40	.85	.01	22.941

Foreman

Shall receive a rate equal to 110% of the journeyman rate

Sub-Foreman

Shall receive a rate equal to 106% of the journeyman rate

Applicant for Apprenticeship

All apprentices shall be employed in accordance with the provisions of the Alberta Manpower Development Act.

Trainees & Probationary Employees

Probationary Employee - no previous experience to the completion of the first six months (1000 hours) - 65%

1st. Period Trainee - completion of probationary period to the last day of the 15th month (more than 1000 hours and up to 2,500 hours) - 70%

2nd. Period Trainee - completion of 1st. Period Trainee period to the last day of the 24th month (more than 2,500 hours and up to 4,000 hours) - 80%

3rd. Period Trainee - completion of 2nd. Period Trainee term to the last day of the 36th month (more than 4,000 hours and up to 6,000) - 90%

- 8 hours/day; 40 hours/week - Monday to Friday inclusive (Contractor may initiate any mutually agreed upon format that will provide a 40 hour work week ie. 4 - 10 hour days, etc.)
- 1 ten minute break each 4 hours worked
- meal provided if overtime in excess of 2 hours or on one day out-of-town jobs exceed 10 hours including travel time
- 2X for all overtime
- Recognized Holidays - New Year's Day, Christmas Day, Boxing Day, Remembrance Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Civic Holiday, Thanksgiving and any day declared by the Federal or Provincial Government

Tilesetters - Edmonton Tile, Terrazzo and Marble Firms and Construction and General Workers' Local Union No. 92

May 1/82-Apr 30/84

Tile & Terrazzo Helper

	Net	H.P.	H. & W.	Pension	Gross
May 21/82	$13.25	10%	$.35	$.50	$15.425
Nov 1/82	13.57	10%	.40	.50	15.827
May 1/83	14.48	10%	.40	.60	16.928
Nov 1/83	15.39	10%	.40	.70	18.029

Base Machine Operator (After one year)

	Net	H.P.	H. & W.	Pension	Gross
May 21/82	$13.80	10%	$.35	$.50	$16.030
Nov 1/82	14.12	10%	.40	.50	16.432
May 1/83	15.03	10%	.40	.60	17.533
Nov 1/83	15.94	10%	.40	.70	18.634

Floor Machine Operator (After four months)

	Net	H.P.	H. & W.	Pension	Gross
May 21/82	$13.55	10%	$.35	$.50	$15.755
Nov 1/82	13.87	10%	.40	.50	16.157
May 1/83	14.78	10%	.40	.60	17.258
Nov 1/83	15.69	10%	.40	.70	18.359

- 8 hours/day; 40 hours/week - Monday to Friday
- 2 fifteen minute breaks each 8 hours
- 1 1/2X first hour overtime - Monday through Friday, 2X thereafter
- 2X Saturdays, Sunday and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, and any day declared by Dominion, Provincial or Civic Governments

Tilesetters - Edmonton - Edmonton Contruction Association (Tile, Terrazzo and Marble Section) and Bricklayers Allied Craftsmen & Apprentices Union Local 1
May 1/82-Apr 30/84

Journeyman Tile Setters, Marble Masons, Mosaic and Terrazzo Workers

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.35	10%	$.35	$.25	$17.485
Nov 1/82	15.85	10%	.35	.25	18.035
May 1/83	17.10	10%	.45	.55	19.810
Nov 1/83	17.60	10%	.45	.55	20.360

Foreman

Shall receive a rate of $1.25 above the basic (straight time) rate

Apprentices

1st. period - 60%
2nd. period - 70%
3rd. period - 80%
4th. period - 90%

- 8 hours/day; 40 hours/week - Monday through Friday
- 2 fifteen minute coffee or rest breaks in a day
- City Work - 1 1/2X first hour; 2X thereafter for daily overtime; 2X for Saturdays, Sundays and holidays
- Out-of-town (Where employee does not return home each night) 1 1/2X for all overtime in excess of 8 hours/day, Monday through Saturday; 2X for Sundays and holidays
- Recognized Holiday - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other days as may be declared by the Dominion, Provincial or Civic Government

Tile Trades - Southern Alberta - Marble, Tile and Terrazzo Contractors in Southern Alberta and International Union of Bricklayers and Allied Craftsmen Local Union No. 2 Alberta
Apr 1/82-Apr 30/84

Journeyman Marble Mason, Tilelayer, Terrazzo Worker

	Net	H.P.	H. & W.	Pension	Gross	Promotion Fund
April 1/82	$15.95	10%	$.35	$.25	$18.145	$.20
May 1/83	17.60	10%	.45	.55	20.36	.20

Dry/Base Grinder

	Net	H.P.	H. & W.	Pension	Gross	Promotion Fund
April 1/82	$14.08	10%	$.35	$.25	$16.088	$.20
May 1/83	15.47	10%	.45	.55	18.017	.20

Machine/Wet Grinder; Qualified Helper

	Net	H.P.	H. & W.	Pension	Gross	Promotion Fund
Apr 1/82	$13.84	10%	$.35	$.25	$15.824	$.20
May 1/83	15.23	10%	.45	.55	17.753	.20

Probation Helper (Less than 90 Days Experience)

	Net	H.P.	H. & W.	Pension	Gross	Promotion Fund
Apr 1/82	$9.00	10%	$.35	$.25	$10.50	$.20
May 1/83	9.00	10%	.45	.55	10.90	.20

Foreman

Shall receive a rate of $.85/hour over the journeyman's rate. Effective May 1/83 a rate of $1.00/hour over the journeyman's rate.

Apprentices

1st. 1600 hours - 70%
2nd. 1600 hours - 80%
3rd. 1600 hours - 90%
All subsequent hours at journeyman's rate

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 1 five minute pick-up period allowed prior to quitting time
- 1 1/2X first hour; 2X thereafter for overtime
- 2X for all work on Sundays and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Civic Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Sidewalks, Curbs, Gutters, Related Catch Basins Leads, A.G.T. conduit Constructors - Calgary - Various
May 1/81 - April 30/83 Contractors and The Construction and General Workers' Local Union 1111

Labourer, Concrete Labourer, Chuteman, Pump Tender, Sweeper, Signalman, Heat Tender

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/81	$10.96	10%	$.25	$.50	$.09	$12.896
May 1/82	11.93	10%	.25	.70	.12	14.193

Vibrator Operator, Chipper, Tamperman, Fork Truck Driver, Bob Cat Operator, Tractor Operator, Pipescopper, Surveyor Helper, Manhole Builder, Grademan, Concrete Sawman, and Labourer Using Other Normal Tools

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/81	$11.09	10%	$.25	$.50	$.09	$13.039
May 1/82	$12.06	10%	$.25	$.70	$.12	$14.336

Forklift Operator, Pumpcrete Operator, Pipelayer, Jackhammer Breakout Men

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/81	$11.21	10%	$.25	$.50	$.09	$13.171
May 1/82	12.18	10%	.25	.70	.12	14.468

Concrete Labourer Grade 1, Powderman, Air Trac Driller, Formsetter

	Net	H.P.	H. & W.	Pension	Training	Gross
May 1/81	$11.40	10%	$.25	$.50	$.09	$13.380
May 1/82	$12.37	10%	.25	.70	.12	14.677

Foreman

May 1/81 shall be paid $.50/hour above the highest classification working under him

- 8 hours/day; 40 hours/week - Monday to Friday inclusive
- 2 ten minute rest breaks per day
- suitable meal or pay in lieu if non-scheduled overtime is worked in excess of 2 hours beyond normal shift
- 1 1/2X first four hours, 2X thereafter for overtime Monday to Friday
- 1 1/2X first six hours, 2X thereafter for Saturday work
- 2X for Sundays and Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, first Monday in August and any such day declared by the Federal Government

Teamsters - Province-Wide - Construction Employers and General Teamsters Local Union No. 362 - Calgary affiliated the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America
May 1/82-Apr 30/84

Fuel Trucks, Concrete Transit Mix, Specialized Concrete Hauling Equipment, Rodwell Driver, Low Beds, Semi-Trailers, Dump Trucks over 12cy (9.17 cubic meters) and up to 35 ton rated capacity and Water Pulls

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.40	10%	$.65	$.60	$18.190
Nov 1/82	16.51	10%	.70	.65	19.511
May 1/83	17.87	10%	.75	.70	21.107

All Vehicles 35 ton rated capacity up to and including 60 ton rated capacity and Utility Driver

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.50	10%	$.65	$.60	$18.300
Nov 1/82	16.61	10%	.70	.65	19.621
May 1/83	17.97	10%	.75	.70	21.217

NOTE: Vehicles over 60 ton rated capacity - add 10¢/hour for each additional 25 ton rated capacity

Dump Trucks over 8cy (6.12 cubic meters) and up to 12 cy (9.17 cubic meters) Tandem Axle, Water Trucks, Flat Deck with or without winches or A-Frame

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.35	10%	$.65	$.60	$18.135
Nov 1/82	16.46	10%	.70	.65	19.456
May 1/83	17.82	10%	.75	.70	21.052

Dump Trucks up to and including 8 cy (6.12 cubic meters), Fork Lifts, Single Axle Water Trucks, Manhaul, Crusale, Bus or other type of equipment requiring Class 2 license, single axle; flat decks with or without winches or A-Frames and Fuel Truck Helper

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.20	10%	$.65	$.60	$17.970
Nov 1/82	16.31	10%	.70	.65	19.291
May 1/83	17.67	10%	.75	.70	20.887

NOTE: When any boards or other apparatus are added to a Dump Truck for purpose of increasing capacity, the rate applicable to the increased capacity shall be paid

Pick Up Trucks and Farm Tractors

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$14.95	10%	$.65	$.60	$17.695
Nov 1/82	16.06	10%	.70	.65	19.016
May 1/83	17.37	10%	.75	.70	20.557

Specialized Warehouseman, one having a high degree of Knowledge of Special Materials re: instruments and components, piping and electrical, tools, etc.

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.65	10%	$.65	$.60	$18.465
Nov 1/82	16.76	10%	.70	.65	19.786
May 1/83	18.22	10%	.75	.70	21.492

General Receiving and Issuing Warehouseman

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$15.15	10%	$.65	$.60	$17.915
Nov 1/82	16.26	10%	.70	.65	19.236
May 1/83	17.62	10%	.75	.70	20.832

Warehouse Helper

	Net	H.P.	H. & W.	Pension	Gross
May 1/82	$14.85	10%	$.65	$.60	$17.585
Nov 1/82	15.96	10%	.70	.65	18.906
May 1/83	17.22	10%	.75	.70	20.392

Foreman

Shall be paid $1.05 above the highest paid equipment operator under his supervision, effective May 1/83 $1.10

General Foreman

Shall be paid $1.60 above the highest paid equipment operator under his supervision, effective May 1/83 $1.65.

Specialized Warehouseman Working Foreman

Shall be paid $1.15 above the specialized warehouseman's rate.

Warehouse General Foreman

Shall be paid $1.55 above the specialized warehouseman's rate

- 8 hours/day - Monday through Friday
- 2 breaks during regularly scheduled shift
- 2X for all overtime, Saturdays, Sundays or Statutory holidays
- Recognized Holidays - New Year's Day, Dominion Day, Thanksgiving Day, Boxing Day, Good Friday, Civic Holiday, Remembrance Day, Empire Day, Labour Day, Christmas Day, and any day declared by Federal and/or Provincial Government

SECTION II

HIGHWAY CONSTRUCTION

CONSTRUCTION INDUSTRY UNION WAGE & BENEFIT REPORT

The Alberta Roadbuilders Association and International Union of Operating Engineers Local 955
March 1, 1981 - February 28, 1983

Group A - Mechanic-Journeyman; Bodyman-Journeyman; Welder-Journeyman 1st Class; Machinist; Electrical Mechanic; Crane-40T and Over; Shovel, Dragline, Backhoe and Similar Equipment 2 1/2 cu. yd. Capacity and over; Gradhall; Grader-Base Finisher; Front End Loader - 10 cu. yd. and over

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$13.00	$1.30	$.25	$.45	-	$15.000
May 11/81	13.00	1.30	.30	.50	-	15.100
Oct 1/81	13.00	1.30	.35	.55	-	15.200
Mar 1/82	14.80	1.48	.40	.60	-	17.280
Jan 1/83	14.80	1.48	.45	.65	.01	17.390

Group 1 - Motor Scrapers-Cat 651 (equivalent and over); Tandem Motor Scrapers and Quad Tractor (one operator); Shovel, Dragline Backhoe (3/4 cu. yd. - 2 1/2 cu. yd.); Crane (12T - 40T); Front End Loader (5 cu. yd. - 10 cu. yd.); Operator Off Highway Vehicle (150T and over); Pile Driver Operator

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$12.80	$1.28	$.25	$.45	-	$14.780
May 11/81	12.80	1.28	.30	.50	-	14.880
Oct 1/81	12.80	1.28	.35	.55	-	14.980
Mar 1/82	14.55	1.455	.40	.60	-	17.005
Jan 1/83	14.55	1.455	.45	.65	.01	17.115

Group 2 - Cat-D6 and Larger with Attachments, Dozer, Scraper, Ripper, Pusher; Front End Loader (1 cu. yd - 5 cu. yd.) Grader; Motor Scrapers, etc. under Cat 651 or Equivalent; Plants-Asphalt, Gravel Crushing Concrete Mixing, 50 cu. yd./hr. and Over, Concrete Batching, 50 cu. yd./hr. and over, Screening and Washing, 75 cu. yd./hr. and over; Soil Cement; Welder-Journeyman 2nd. Class; Shovel, Dragline, Backhoe, etc. under 3/4 cu. yd.; Crane-12T and under; Tire Mechanic; Serviceman, Steam Engineer, 3rd. Class; Hydraulic backhoe, tractor mounted; Off Highway Vehicle-60T-150T

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$12.40	$1.24	$.25	$.45	-	$14.340
May 11/81	12.40	1.24	.30	.50	-	14.440
Oct 1/81	12.40	1.24	.35	.55	-	14.540
Mar 1/82	14.15	1.415	.40	.60	-	16.565
Jan 1/83	14.15	1.415	.45	.65	.01	16.675

Group 3 - Bit Grinder; Bus Driver (#1 Licenses over 24 passenger bus); A-Frame, Forklift; Cat-under D6 with attachments, Dozer, Scraper, Pusher, Ripper; Distributor; Front End Loader under 1 cu. yd.; Gravel and Chip Spreader; Paver, Asphalt or Concrete; Self-propelled Grade Trimmer; Steel Roller, paving; Self-Propelled rubber-tired roller-large, over 20T; self-propelled compactor-large including spreading device, 851 equivalent and over; screed-asphalt or concrete paving; Soil Cement Travel Mixer; Tire Serviceman; Traveloader; Plants-Concrete Batching, under 50 cu. yd./hr., Concrete Mixing, under 50 cu. yd./hr., Screening and Washing, under 75 cu. yd./hr.; Steam Engineer, 4th Class; Truck Driver-Highway Vehicle over 43,000 lbs. licensed GVW; Off Highway Vehicle (15T-60T); Packer Cat D6 and larger or Base Spreader

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$11.35	$1.135	$.25	$.45	-	$13.185
May 11/81	11.35	1.135	.30	.50	-	13.285
Oct 1/81	11.35	1.135	.35	.55	-	13.385
Mar 1/82	12.70	1.270	.40	.60	-	14.970
Jan 1/83	12.70	1.270	.45	.65	.01	15.080

Group 4 - Automatic Welder (unlicenced Crusher Roll Welder); Bus Driver (#2 License 24 and under passenger bus); Fireman; Greaser on rack; (confined to greasing, oiling and fueling operations); Oiler; Steel Roller-Base; Self-propelled rubber tired roller, small, base and paving up to 20T; Seaman Mixer; Plants - all types-loader leverman and burnerman; Truck Driver-Highway Vehicle, 43,000 lbs. and under licensed GVW; Off-highway vehicle-under 15T; Packer Cat under D6; Soil Cement Dumpman; Self-propelled compactors; all other types up to 815; rubber-tired tractor; compressor; Pumpman; Mechanic's or serviceman's helper; Plants helper

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$10.45	$1.045	$.25	$.45	-	$12.195
May 11/81	10.45	1.045	.30	.50	-	12.295
Oct 1/81	10.45	1.045	.35	.55	-	12.395
Mar 1/82	11.75	1.175	.40	.60	-	13.925
Jan 1/83	11.75	1.175	.45	.65	.01	14.035

Learner Operators: Twenty-five cents below the rate shown for qualified and proficient operators for a period of six months or one season.

Tunnel and Underground Work

Mechanic, Welder-Journeyman

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$13.15	$1.315	$.25	$.45	-	$15.165
May 11/81	13.15	1.315	.30	.50	-	15.265
Oct 1/81	13.15	1.315	.35	.55	-	15.365
Mar 1/82	14.95	1.495	.40	.60	-	17.445
Jan 1/83	14.95	1.495	.45	.65	.01	17.555

Cat D5 and Larger; Mucking Machines (Conway 101 Types) Overhead Loader (over 1 cu. yd.)

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$12.90	$1.290	$.25	$.45	-	$14.890
May 11/81	12.90	1.290	.30	.50	-	14.990
Oct 1/81	12.90	1.290	.35	.55	-	15.090
Mar 1/82	14.70	1.470	.40	.60	-	17.170
Jan 1/83	14.70	1.470	.45	.65	.01	17.280

Cat under D5; Mucking Machines (Elmco over Model 140): Overhead Loader (up to 1 cu. yd.)

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$12.85	$1.285	$.25	$.45	-	$14.835
May 11/81	12.85	1.285	.30	.50	-	14.935
Oct 1/81	12.85	1.285	.35	.55	-	15.035
Mar 1/82	14.65	1.465	.40	.60	-	17.115
Jan 1/83	14.65	1.465	.45	.65	.01	17.225

Locomotive (Diesel or Gas)

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$12.80	$1.280	$.25	$.45	-	$14.780
May 11/81	12.80	1.280	.30	.50	-	14.880
Oct 1/81	12.80	1.280	.35	.55	-	14.980
Mar 1/82	14.60	1.460	.40	.60	-	17.060
Jan 1/83	14.60	1.460	.45	.65	.01	17.170

Pumpcrete (or similar)

	Net	H.P.	H. & W.	Pension	Training Fund	Gross
Mar 1/81	$12.70	$1.270	$.25	$.45	-	$14.670
May 11/81	12.70	1.270	.30	.50	-	14.770
Oct 1/81	12.70	1.270	.35	.55	-	14.870
Mar 1/82	14.50	1.450	.40	.60	-	16.950
Jan 1/83	14.50	1.450	.45	.65	.01	17.060

Apprentices

Shall be paid not less than the rates of pay as set by regulation under the Manpower Development Act.

Clause A - Construction and Maintenance of, and all work related to: Highways, Roads, Railroads (excluding on track), Parking Lots, initial commercial site grading, sidewalks, curbs and gutters, preparation for and manufacturing or production or delivery of rock, sand and gravel aggregates or ready-mix concrete for any of the Clause A segments

Outside the Cities of Edmonton, Calgary, Red Deer, Lethbridge and Medicine Hat

- 10 hours/day; 44 hours/week in 6 days, effective May 11/81 40 hours/week in 6 days
- 2 ten minute coffee breaks per shift
- meal provided after 6 consecutive hours on the latter half of a regular shift
- 1 1/2X for all overtime, effective May 11/81 first 6 hours on Sunday 1 1/2X and 2X thereafter; effective May 1/82 2X on Sundays
- 2 X for Statutory holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, August civic holiday

Within the Cities of Edmonton, Calgary, Red Deer, Lethbridge and Medicine Hat

- 8 hours/day; 40 hours/week in 5 days
- 2 ten minute coffee breaks per shift
- meal provided after 6 consecutive hours on the latter half of a regular shift
- 1 1/2X for overtime during the first 5 days of the week effective May 11/81 1 1/2X for first 4 hours 2X thereafter
- 1 1/2X first 6 hours on Saturday, 2X thereafter
- 2X for Sundays and holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day

Clause B - Construction and Maintenance of and all work related to: Irrigation structures, Dams, Air Fields, Hydro-electric and water diversion tunnels, industrial site preparation and building excavation except on site construction, water and sewer lines, water, drainage and irrigation ditches, preparation for and manufacturing or production or delivery of rock, sand and gravel aggregates, or ready-mix concrete for any of the Clause B segments

- 8 hours/day; 40 hours/week in 5 days
- 2 ten minute coffee breaks per shift
- meal provided after 6 consecutive hours on the latter half of a regular shift
- 1 1/2X for 4 hours overtime during the first 5 days of the week and 2X thereafter
- 1 1/2X first 6 hours on Saturday; 2X thereafter, Sundays and holidays
- Recognized Holidays - New Year's Day, Good Friday, Empire Day, Dominion Day, August Civic Holiday, Labour Day, Thanksgiving Day, Remembrance Day, Christmas, Boxing Day

SECTION III

PIPELINE CONSTRUCTION

CONSTRUCTION INDUSTRY UNION WAGE & BENEFIT REPORT

Pipeline Contractors Association of Canada and The Labourers International Union of North America
May 1/81 - April 30/83

	H.P.	H. & W.	Pension	Training	Ind. Promo. Fund
May 1/81					
Northern Alta	10%	$.25	$.50	$.06	$.05
Southern Alta	10%	.25	.60	.12	.05
May 1/82					
Northern Alta	10%	.35	.50	.06	.05
Southern Alta	10%	.35	.70	.15	.05

Rodman; Chainman, Stakeman; Pipefinder; Flagman

	May 1/81		May 1/82	
Mainline Pipeline				
Northern Alberta	$12.38 (net)	$14.478 (gross)	$14.33 (net)	$16.723 (gross)
Southern Alberta	$12.23 (net)	14.473 (gross)	14.07 (net)	16.727 (gross)
Distribution & Gathering Systems	NOT	APPLICABLE		

General Labourer; skid setter; specialized labourer helper

	May 1/81		May 1/82	
Mainline Pipeline				
Northern Alberta	$12.63 (net)	$14.753 (gross)	$14.58 (net)	$16.998 (gross)
Southern Alberta	$12.48 (net)	$14.748 (gross)	14.32 (net)	17.002 (gross)
Distribution & Gathering Systems	NOT	APPLICABLE		

Buffer; grader; sweeper; driller helper; saw filer

	May 1/81		May 1/82	
Mainline Pipeline				
Northern Alberta	$12.83 (net)	$14.973 (gross)	$14.78 (net)	$17.218 (gross)
Southern Alberta	$12.68 (net)	$14.968 (gross)	$14.52 (net)	17.222 (gross)
Distribution & Gathering Systems	NOT	APPLICABLE		

Paper latcher; dope poe fireman M/M; power saw operator

	May 1/81		May 1/82	
Mainline Pipelines				
Northern Alberta	$12.93 (net)	$15.083 (gross)	$14.88 (net)	$17.328 (gross)
Southern Alberta	$12.78 (net)	$15.078 (gross)	$14.62 (net)	17.332 (gross)
Distribution & Gathering Systems	NOT	APPLICABLE		

Jackhammerman; pneumatic tool operator; auger toolman, polyurethane nozzleman; faller

	May 1/81		May 1/82	
Mainline Pipelines				
Northern Alberta	$13.13 (net)	$15.303 (gross)	$15.08 (net)	$17.548 (gross)
Southern Alberta	12.98 (net)	15.298 (gross)	14.82 (net)	17.552 (gross)
Distribution & Gathering Systems	NOT	APPLICABLE		

Driller; hi-scaler; concrete saw operator; powderman

	May 1/81		May 1/82	
Mainline Pipelines				
Northern Alberta	$13.58 (net)	$15.798 (gross)	$15.53 (net)	$18.043 (gross)
Southern Alberta	13.43 (net)	15.793 (gross)	15.27 (net)	18.057 (gross)
Distribution & Gathering Systems	NOT	APPLICABLE		

Specialized Labourer

	May 1/81		May 1/82	
Mainline Pipelines				
Northern Alberta	$13.63 (net)	$15.853 (gross)	$15.58 (net)	$18.098 (gross)
Southern Alberta	13.48 (net)	15.858 (gross)	15.32 (net)	18.102 (gross)
Distribution & Gathering Systems	NOT	APPLICABLE		

- 8 hours/day; 40 hours/week (Mainline Pipelines)
- 1 1/2X overtime, after 2 hours 2X
- 2X Sundays and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day declared by the Federal or Provincial Governments

The Pipeline Contractors Association of Canada and the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada

May 1/81 - April 30/83

	H.P.	H. & W.	Pension	Training	Ind. Promo. Fund
May 1/81	10%	$.50	$1.00	$.15	$.05
May 1/82	10%	.50	1.00	.15	.05

Mainline Pipelines

Non-Welder Journeyman, Welder-Journeyman

May 1/81	$18.00 (net)	$21.50 (gross)
May 1/82	20.25 (net)	23.975 (gross)

Welder-Bead/Hot Pass

May 1/81	$18.60 (net)	$22.160 (gross)
May 1/82	20.85 (net	24.635 (gross)

Pipe Foreman, Tie-in Foreman

May 1/81	$18.25 (net)	$21.775 (gross)
May 1/82	20.50 (net)	24.25 (gross)

Welder Foreman

May 1/81	$18.75 (net)	$22.325 (gross)
May 1/82	21.00 (net)	24.80 (gross)

* Welder Helper - 70% of Welder - Journeyman
Graded helper - 35¢/hour above Welder Helper

Distribution and Gathering Systems - NOT APPLICABLE

- 8 hours/day; 40 hours/week (Mainline pipeline)
- 1 1/2X first 2 hours, 2X thereafter
- 2X holidays and Sundays
- Recognized holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Governments

Pipeline Contractors Association of Canada and The International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

May 1/81 - April 30/83

	H.P.	H. & W.	Pension	Ind. Promo. Fund
May 1/81	10%	$.65	$.85	$.05
May 1/82	10%	.75	1.10	.05

Mainline Pipelines

Lowbed driver; bed tandem driver; concrete transit mix driver (contractor owned); magnum driver; warehouseman Class 1

May 1/81	$16.17 (net)	$19.337 (gross)
May 1/82	19.17 (net)	22.987 (gross)

Semi-trailer driver (including fuel, water, deck); pipe and pole trailer truck driver (hauling & stringing); tree-farmer; "A" frame hiab Swedish type cranes over 80,000 GVW and similar equipment (transportation); belly dump truck driver

May 1/81	$16.02 (net)	$19.172 (gross)
May 1/82	19.02 (net)	22.822 (gross)

Bombardier driver; nodwell driver; track truck driver (transportation)

May 1/81	$15.77 (net)	$18.897 (gross)
May 1/82	18.77 (net)	22.547 (gross)

"A" frame hiab swedish cranes under 80,000 GVW and similar equipment (transportation); dump truck 12 yds-less than 24 yds

May 1/81	$15.72 (net)	$18.842 (gross)
May 1/82	18.72 (net)	22.492 (gross)

Fuel Truck Driver (2000 gallons and over ex. semi-trailer)

May 1/81	$15.47 (net)	$18.567 (gross)
May 1/82	18.47 (net)	22.217 (gross)

Fuel truck driver (under 2000 gallons); vacuum truck

May 1/81	$15.42 (net)	$18.512 (gross)
May 1/82	18.42 (net)	22.162 (gross)

Flat deck truck driver (5T & over); dump truck 8 yds less than 12 yds

May 1/81	$15.42 (net)	$18.512 (net)
May 1/82	18.42 (net)	22.162 (gross)

Flat deck truck driver (5T & over with winch)

May 1/81	$15.52 (net)	$18.622 (gross)
May 1/82	18.52 (net)	22.272 (gross)

Flat deck truck driver (under 5T); farm type tractor (transportation, material hauling); dump truck less than 8 yds; propane truck & preheat truck

May 1/81	$15.12 (net)	$18.182 (gross)
May 2/82	18.12 (net)	21.832 (gross)

Flat deck truck driver (under 5T with winch); bus, manhaul, crew cab driver (requires passenger carrying license)

May 1/81	$15.22 (net)	$18.292 (gross)
May 1/82	18.22(net)	21.942 (gross)

Forklifts & cranesobiles, etc. (in warehouse area)

May 1/81	$15.17 (net)	$18.237 (gross)
May 1/82	18.17 (net)	21.887 (gross)

Pickups (except when used by supervisory personnel, office staff, field engineering crew and maintenance crew), pilot car or truck (where legally required); fuel truck drivers helper

May 1/81	$14.67 (net)	$17.687 (gross)
May 1/82	17.67 (net)	21.337 (gross)

Warehouseman Class II

May 1/81	$15.42 (net)	$18.512 (gross)
May 1/82	18.42 (net)	22.162 (gross)

* DUMP TRUCKS RATES - $.10 added for each additional 12 yds over 24 yds

Job Steward - $.50/hour above rate
Dynamite Truck - $.25/hour above rate

- 8 hours/day; 40 hours/week (Mailine Pipeline)
- 1 1/2X first 2 hrs. 2X thereafter
- 2X holidays and Sundays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Governments

The Pipeline Contractors Association of Canada and The International Union of Operating Engineers

May 1/81 - April 30/83

	H.P.	H. & W.	Pension	Training	Ind. Promo. Fund
May 1/81	10%	$.45	$.65	$.03	$.05

Mainline Pipeline

	May 1/81	May 1/82
Apprentice Operator	$13.80 (net) $16.36 (gross)	$15.60 (net) $18.34 (gross)
Intermediate Operator	$15.70 (net) $18.45 (gross)	$18.25 (net) $21.255 (gross)
Principal Operator	$17.25 (net) $20.155 (gross)	$20.00 (net) $23.18 (gross)

* Working on hot tie-ins increases rate by $1.00/hour

- 8 hours/day; 40 hours/week
- 1 1/2X first 2 hours, 2X thereafter
- 2X Sundays and holidays
- Recognized Holidays - New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any day proclaimed by the Federal or Provincial Governments